

ATTACHMENT 4**LIST OF WAGE DETERMINATIONS**

Location	County	State	Wage Determination #	Revision Number	Revision Date
Lincoln	Lancaster	Nebraska	05-2325	1	9/18/06
Dallas	Dallas	Texas	05-2509	2	12/19/06
Laguna Niguel	Orange	California	05-2047	2	11/29/06
St. Albans	Franklin	Vermont	05-2537	3	12/19/06

Note: Copies of the individual wage determinations can be found at
<http://www.wdol.gov/>.

05-2325 NE, OMAHA

WAGE DETERMINATION NO: 05-2325 REV (01) AREA: NE, OMAHA

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:05-2326

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 2005-2325
Revision No.: 1
Date Of Revision: 09/18/2006

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford,
Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien, Osceola,
Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury
Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon,
Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce,
Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.04
01012 - Accounting Clerk II	14.76
01013 - Accounting Clerk III	18.73
01020 - Administrative Assistant	20.14
01040 - Court Reporter	14.48
01051 - Data Entry Operator I	10.71
01052 - Data Entry Operator II	12.41
01060 - Dispatcher, Motor Vehicle	17.43
01070 - Document Preparation Clerk	12.72
01090 - Duplicating Machine Operator	12.72
01111 - General Clerk I	10.77
01112 - General Clerk II	13.10
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	17.28
01141 - Messenger Courier	9.71
01191 - Order Clerk I	10.98
01192 - Order Clerk II	11.94
01261 - Personnel Assistant (Employment) I	13.46
01262 - Personnel Assistant (Employment) II	17.58
01263 - Personnel Assistant (Employment) III	19.55
01270 - Production Control Clerk	16.58
01280 - Receptionist	11.04
01290 - Rental Clerk	10.85
01300 - Scheduler, Maintenance	13.00
01311 - Secretary I	13.00
01312 - Secretary II	14.48
01313 - Secretary III	17.28
01320 - Service Order Dispatcher	15.33
01410 - Supply Technician	20.14
01420 - Survey Worker	10.94
01531 - Travel Clerk I	11.02

01532 - Travel Clerk II	11.72
01533 - Travel Clerk III	12.44
01611 - Word Processor I	11.86
01612 - Word Processor II	13.46
01613 - Word Processor III	14.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.49
05010 - Automotive Electrician	18.67
05040 - Automotive Glass Installer	18.11
05070 - Automotive Worker	18.11
05110 - Mobile Equipment Servicer	16.74
05130 - Motor Equipment Metal Mechanic	19.24
05160 - Motor Equipment Metal Worker	18.11
05190 - Motor Vehicle Mechanic	17.69
05220 - Motor Vehicle Mechanic Helper	15.97
05250 - Motor Vehicle Upholstery Worker	17.83
05280 - Motor Vehicle Wrecker	18.11
05310 - Painter, Automotive	18.67
05340 - Radiator Repair Specialist	16.87
05370 - Tire Repairer	13.49
05400 - Transmission Repair Specialist	19.24
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.60
07041 - Cook I	9.89
07042 - Cook II	10.60
07070 - Dishwasher	7.87
07130 - Food Service Worker	8.99
07210 - Meat Cutter	12.72
07260 - Waiter/Waitress	7.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.57
09040 - Furniture Handler	11.72
09080 - Furniture Refinisher	15.57
09090 - Furniture Refinisher Helper	13.32
09110 - Furniture Repairer, Minor	14.45
09130 - Upholsterer	15.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.18
11060 - Elevator Operator	9.18
11090 - Gardener	12.77
11122 - Housekeeping Aide	10.61
11150 - Janitor	9.98
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	8.75
11260 - Pruner	10.07
11270 - Tractor Operator	12.28
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	10.58
12000 - Health Occupations	
12010 - Ambulance Driver	14.46
12011 - Breath Alcohol Technician	15.06
12012 - Certified Occupational Therapist Assistant	15.63
12015 - Certified Physical Therapist Assistant	15.63
12020 - Dental Assistant	13.69
12025 - Dental Hygienist	30.10
12030 - EKG Technician	18.76
12035 - Electroneurodiagnostic Technologist	18.76
12040 - Emergency Medical Technician	14.46
12071 - Licensed Practical Nurse I	13.36
12072 - Licensed Practical Nurse II	15.02
12073 - Licensed Practical Nurse III	16.79
12100 - Medical Assistant	12.33
12130 - Medical Laboratory Technician	13.54
12160 - Medical Record Clerk	12.78

12190 - Medical Record Technician	14.41
12195 - Medical Transcriptionist	13.64
12210 - Nuclear Medicine Technologist	26.39
12221 - Nursing Assistant I	8.96
12222 - Nursing Assistant II	10.07
12223 - Nursing Assistant III	11.00
12224 - Nursing Assistant IV	12.34
12235 - Optical Dispenser	12.43
12236 - Optical Technician	9.58
12250 - Pharmacy Technician	12.08
12280 - Phlebotomist	12.93
12305 - Radiologic Technologist	18.99
12311 - Registered Nurse I	20.22
12312 - Registered Nurse II	24.68
12313 - Registered Nurse II, Specialist	24.68
12314 - Registered Nurse III	27.62
12315 - Registered Nurse III, Anesthetist	27.62
12316 - Registered Nurse IV	33.03
12317 - Scheduler (Drug and Alcohol Testing)	18.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.47
13012 - Exhibits Specialist II	19.71
13013 - Exhibits Specialist III	24.08
13041 - Illustrator I	17.09
13042 - Illustrator II	21.08
13043 - Illustrator III	25.67
13047 - Librarian	21.80
13050 - Library Aide/Clerk	9.09
13054 - Library Information Technology Systems Administrator	19.71
13058 - Library Technician	13.72
13061 - Media Specialist I	14.16
13062 - Media Specialist II	17.00
13063 - Media Specialist III	18.96
13071 - Photographer I	12.98
13072 - Photographer II	14.86
13073 - Photographer III	17.43
13074 - Photographer IV	20.04
13075 - Photographer V	24.65
13110 - Video Teleconference Technician	10.21
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.35
14042 - Computer Operator II	15.19
14043 - Computer Operator III	20.69
14044 - Computer Operator IV	22.16
14045 - Computer Operator V	24.58
14071 - Computer Programmer I (1)	21.98
14072 - Computer Programmer II (1)	26.11
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	14.56
14160 - Personal Computer Support Technician	22.16
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.14
15020 - Aircrew Training Devices Instructor (Rated)	27.62
15030 - Air Crew Training Devices Instructor (Pilot)	30.38
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	24.68
15070 - Flight Instructor (Pilot)	30.38
15080 - Graphic Artist	19.90
15090 - Technical Instructor	16.82
15095 - Technical Instructor/Course Developer	21.15

15110 - Test Proctor	13.57
15120 - Tutor	13.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.22
16030 - Counter Attendant	8.22
16040 - Dry Cleaner	9.95
16070 - Finisher, Flatwork, Machine	8.22
16090 - Presser, Hand	8.22
16110 - Presser, Machine, Drycleaning	8.22
16130 - Presser, Machine, Shirts	8.22
16160 - Presser, Machine, Wearing Apparel, Laundry	8.22
16190 - Sewing Machine Operator	10.52
16220 - Tailor	11.14
16250 - Washer, Machine	8.89
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.83
19040 - Tool And Die Maker	22.48
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.69
21030 - Material Coordinator	16.58
21040 - Material Expediter	16.58
21050 - Material Handling Laborer	12.00
21071 - Order Filler	10.69
21080 - Production Line Worker (Food Processing)	13.19
21110 - Shipping Packer	12.56
21130 - Shipping/Receiving Clerk	12.56
21140 - Store Worker I	10.55
21150 - Stock Clerk	13.43
21210 - Tools And Parts Attendant	12.69
21410 - Warehouse Specialist	12.69
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.60
23021 - Aircraft Mechanic I	20.57
23022 - Aircraft Mechanic II	21.60
23023 - Aircraft Mechanic III	22.68
23040 - Aircraft Mechanic Helper	17.07
23050 - Aircraft, Painter	21.46
23060 - Aircraft Servicer	19.10
23080 - Aircraft Worker	19.34
23110 - Appliance Mechanic	17.22
23120 - Bicycle Repairer	13.49
23125 - Cable Splicer	18.38
23130 - Carpenter, Maintenance	16.45
23140 - Carpet Layer	18.06
23160 - Electrician, Maintenance	20.57
23181 - Electronics Technician Maintenance I	17.68
23182 - Electronics Technician Maintenance II	23.35
23183 - Electronics Technician Maintenance III	23.92
23260 - Fabric Worker	15.84
23290 - Fire Alarm System Mechanic	17.12
23310 - Fire Extinguisher Repairer	14.91
23311 - Fuel Distribution System Mechanic	21.81
23312 - Fuel Distribution System Operator	18.36
23370 - General Maintenance Worker	15.09
23380 - Ground Support Equipment Mechanic	20.57
23381 - Ground Support Equipment Servicer	19.10
23382 - Ground Support Equipment Worker	19.34
23391 - Gunsmith I	14.64
23392 - Gunsmith II	16.44
23393 - Gunsmith III	18.05
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.13
23430 - Heavy Equipment Mechanic	18.38

23440 - Heavy Equipment Operator	16.63
23460 - Instrument Mechanic	18.38
23465 - Laboratory/Shelter Mechanic	17.33
23470 - Laborer	10.85
23510 - Locksmith	17.74
23530 - Machinery Maintenance Mechanic	18.18
23550 - Machinist, Maintenance	17.93
23580 - Maintenance Trades Helper	13.32
23591 - Metrology Technician I	18.38
23592 - Metrology Technician II	18.72
23593 - Metrology Technician III	19.31
23640 - Millwright	18.66
23710 - Office Appliance Repairer	17.64
23760 - Painter, Maintenance	15.57
23790 - Pipefitter, Maintenance	23.85
23810 - Plumber, Maintenance	23.14
23820 - Pneudraulic Systems Mechanic	18.38
23850 - Rigger	18.38
23870 - Scale Mechanic	16.75
23890 - Sheet-Metal Worker, Maintenance	21.63
23910 - Small Engine Mechanic	15.09
23931 - Telecommunications Mechanic I	19.67
23932 - Telecommunications Mechanic II	23.31
23950 - Telephone Lineman	19.67
23960 - Welder, Combination, Maintenance	16.05
23965 - Well Driller	18.80
23970 - Woodcraft Worker	18.38
23980 - Woodworker	13.96
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.63
24580 - Child Care Center Clerk	13.10
24610 - Chore Aide	10.04
24620 - Family Readiness And Support Services Coordinator	11.54
24630 - Homemaker	15.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.95
25040 - Sewage Plant Operator	20.65
25070 - Stationary Engineer	19.95
25190 - Ventilation Equipment Tender	13.97
25210 - Water Treatment Plant Operator	20.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.66
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	15.36
27010 - Court Security Officer	18.35
27030 - Detection Dog Handler	16.20
27040 - Detention Officer	15.36
27070 - Firefighter	18.35
27101 - Guard I	11.56
27102 - Guard II	15.13
27131 - Police Officer I	21.33
27132 - Police Officer II	23.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.17
28042 - Carnival Equipment Repairer	11.62
28043 - Carnival Equipment Worker	8.08
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.58
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	13.53
28630 - Sports Official	10.82
28690 - Swimming Pool Operator	14.07
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer	17.33
29020 - Hatch Tender	17.33
29030 - Line Handler	17.33
29041 - Stevedore I	16.60
29042 - Stevedore II	18.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.38
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24.59
30021 - Archeological Technician I	14.41
30022 - Archeological Technician II	16.11
30023 - Archeological Technician III	19.96
30030 - Cartographic Technician	22.13
30040 - Civil Engineering Technician	18.28
30061 - Drafter/CAD Operator I	15.96
30062 - Drafter/CAD Operator II	17.82
30063 - Drafter/CAD Operator III	18.71
30064 - Drafter/CAD Operator IV	20.96
30081 - Engineering Technician I	12.10
30082 - Engineering Technician II	14.92
30083 - Engineering Technician III	17.21
30084 - Engineering Technician IV	22.17
30085 - Engineering Technician V	22.53
30086 - Engineering Technician VI	27.71
30090 - Environmental Technician	17.97
30210 - Laboratory Technician	20.10
30240 - Mathematical Technician	21.00
30361 - Paralegal/Legal Assistant I	15.24
30362 - Paralegal/Legal Assistant II	18.02
30363 - Paralegal/Legal Assistant III	22.03
30364 - Paralegal/Legal Assistant IV	26.65
30390 - Photo-Optics Technician	20.96
30461 - Technical Writer I	15.23
30462 - Technical Writer II	18.62
30463 - Technical Writer III	23.87
30491 - Unexploded Ordnance (UXO) Technician I	20.58
30492 - Unexploded Ordnance (UXO) Technician II	24.90
30493 - Unexploded Ordnance (UXO) Technician III	29.85
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	20.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	17.82
30621 - Weather Observer, Senior (3)	17.70
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.64
31030 - Bus Driver	12.96
31043 - Driver Courier	13.08
31260 - Parking and Lot Attendant	7.90
31290 - Shuttle Bus Driver	13.39
31310 - Taxi Driver	9.11
31361 - Truckdriver, Light	13.39
31362 - Truckdriver, Medium	18.74
31363 - Truckdriver, Heavy	17.19
31364 - Truckdriver, Tractor-Trailer	17.95
99000 - Miscellaneous Occupations	
99030 - Cashier	8.27
99050 - Desk Clerk	10.58
99095 - Embalmer	22.30
99251 - Laboratory Animal Caretaker I	10.85
99252 - Laboratory Animal Caretaker II	10.12
99310 - Mortician	26.90
99410 - Pest Controller	11.94
99510 - Photofinishing Worker	11.20
99710 - Recycling Laborer	11.26
99711 - Recycling Specialist	13.73

99730 - Refuse Collector	10.38
99810 - Sales Clerk	11.36
99820 - School Crossing Guard	11.15
99830 - Survey Party Chief	22.61
99831 - Surveying Aide	12.23
99832 - Surveying Technician	15.52
99840 - Vending Machine Attendant	11.99
99841 - Vending Machine Repairer	13.36
99842 - Vending Machine Repairer Helper	11.99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

05-2509 TX,DALLAS

WAGE DETERMINATION NO: 05-2509 REV (02) AREA: TX,DALLAS

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:05-2510

REGISTER OF WAGE DETERMINATIONS UNDER
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By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
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WASHINGTON D.C. 20210

William W.Gross Division of
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Wage Determination No.: 2005-2509
Revision No.: 2
Date Of Revision: 12/19/2006

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin,
Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall, Smith,
Van Zandt, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.50
01012 - Accounting Clerk II	15.24
01013 - Accounting Clerk III	17.10
01020 - Administrative Assistant	22.12
01040 - Court Reporter	16.44
01051 - Data Entry Operator I	11.72
01052 - Data Entry Operator II	13.18
01060 - Dispatcher, Motor Vehicle	19.42
01070 - Document Preparation Clerk	11.98
01090 - Duplicating Machine Operator	11.98
01111 - General Clerk I	10.29
01112 - General Clerk II	12.10
01113 - General Clerk III	13.99
01120 - Housing Referral Assistant	19.91
01141 - Messenger Courier	9.80
01191 - Order Clerk I	11.72
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01270 - Production Control Clerk	19.14
01280 - Receptionist	13.36
01290 - Rental Clerk	14.37
01300 - Scheduler, Maintenance	15.85
01311 - Secretary I	15.85
01312 - Secretary II	17.12
01313 - Secretary III	19.91
01320 - Service Order Dispatcher	15.88
01410 - Supply Technician	22.12
01420 - Survey Worker	16.44
01531 - Travel Clerk I	11.79
01532 - Travel Clerk II	12.67
01533 - Travel Clerk III	13.60
01611 - Word Processor I	12.80

01612 - Word Processor II	14.37
01613 - Word Processor III	16.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.00
05010 - Automotive Electrician	21.33
05040 - Automotive Glass Installer	19.38
05070 - Automotive Worker	20.39
05110 - Mobile Equipment Servicer	17.15
05130 - Motor Equipment Metal Mechanic	20.52
05160 - Motor Equipment Metal Worker	19.38
05190 - Motor Vehicle Mechanic	21.27
05220 - Motor Vehicle Mechanic Helper	15.99
05250 - Motor Vehicle Upholstery Worker	18.35
05280 - Motor Vehicle Wrecker	19.38
05310 - Painter, Automotive	22.43
05340 - Radiator Repair Specialist	19.38
05370 - Tire Repairer	12.44
05400 - Transmission Repair Specialist	20.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	9.05
07042 - Cook II	10.24
07070 - Dishwasher	8.38
07130 - Food Service Worker	8.26
07210 - Meat Cutter	13.11
07260 - Waiter/Waitress	7.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.32
09040 - Furniture Handler	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	16.35
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.54
11060 - Elevator Operator	8.31
11090 - Gardener	11.76
11122 - Housekeeping Aide	8.60
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.05
11240 - Maid or Houseman	8.04
11260 - Pruner	9.70
11270 - Tractor Operator	11.43
11330 - Trail Maintenance Worker	10.05
11360 - Window Cleaner	11.12
12000 - Health Occupations	
12010 - Ambulance Driver	13.45
12011 - Breath Alcohol Technician	18.48
12012 - Certified Occupational Therapist Assistant	21.50
12015 - Certified Physical Therapist Assistant	20.03
12020 - Dental Assistant	16.36
12025 - Dental Hygienist	30.98
12030 - EKG Technician	23.87
12035 - Electroneurodiagnostic Technologist	23.87
12040 - Emergency Medical Technician	13.45
12071 - Licensed Practical Nurse I	16.52
12072 - Licensed Practical Nurse II	18.48
12073 - Licensed Practical Nurse III	20.60
12100 - Medical Assistant	12.70
12130 - Medical Laboratory Technician	15.88
12160 - Medical Record Clerk	13.45
12190 - Medical Record Technician	13.77
12195 - Medical Transcriptionist	13.45
12210 - Nuclear Medicine Technologist	28.99

12221 - Nursing Assistant I	8.82
12222 - Nursing Assistant II	10.41
12223 - Nursing Assistant III	10.92
12224 - Nursing Assistant IV	12.29
12235 - Optical Dispenser	13.52
12236 - Optical Technician	11.39
12250 - Pharmacy Technician	13.14
12280 - Phlebotomist	13.27
12305 - Radiologic Technologist	23.09
12311 - Registered Nurse I	23.05
12312 - Registered Nurse II	27.28
12313 - Registered Nurse II, Specialist	27.28
12314 - Registered Nurse III	33.91
12315 - Registered Nurse III, Anesthetist	33.91
12316 - Registered Nurse IV	40.63
12317 - Scheduler (Drug and Alcohol Testing)	24.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.54
13012 - Exhibits Specialist II	21.92
13013 - Exhibits Specialist III	26.79
13041 - Illustrator I	20.98
13042 - Illustrator II	25.98
13043 - Illustrator III	29.14
13047 - Librarian	30.67
13050 - Library Aide/Clerk	12.64
13054 - Library Information Technology Systems Administrator	21.03
13058 - Library Technician	13.46
13061 - Media Specialist I	14.39
13062 - Media Specialist II	16.10
13063 - Media Specialist III	17.94
13071 - Photographer I	14.38
13072 - Photographer II	16.93
13073 - Photographer III	21.16
13074 - Photographer IV	24.89
13075 - Photographer V	28.62
13110 - Video Teleconference Technician	14.80
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.37
14042 - Computer Operator II	16.76
14043 - Computer Operator III	20.78
14044 - Computer Operator IV	23.31
14045 - Computer Operator V	26.33
14071 - Computer Programmer I (1)	21.71
14072 - Computer Programmer II (1)	26.89
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	14.01
14160 - Personal Computer Support Technician	23.31
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.11
15020 - Aircrew Training Devices Instructor (Rated)	28.62
15030 - Air Crew Training Devices Instructor (Pilot)	31.48
15050 - Computer Based Training Specialist / Instructor	29.32
15060 - Educational Technologist	28.68
15070 - Flight Instructor (Pilot)	31.48
15080 - Graphic Artist	21.87
15090 - Technical Instructor	22.61
15095 - Technical Instructor/Course Developer	26.97
15110 - Test Proctor	18.16
15120 - Tutor	18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	8.42
16030 - Counter Attendant	8.42
16040 - Dry Cleaner	10.72
16070 - Finisher, Flatwork, Machine	8.42
16090 - Presser, Hand	8.42
16110 - Presser, Machine, Drycleaning	8.42
16130 - Presser, Machine, Shirts	8.42
16160 - Presser, Machine, Wearing Apparel, Laundry	8.42
16190 - Sewing Machine Operator	11.29
16220 - Tailor	12.04
16250 - Washer, Machine	9.20
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.60
19040 - Tool And Die Maker	19.07
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	18.98
21040 - Material Expediter	18.98
21050 - Material Handling Laborer	12.80
21071 - Order Filler	10.76
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	12.67
21130 - Shipping/Receiving Clerk	12.67
21140 - Store Worker I	9.73
21150 - Stock Clerk	14.11
21210 - Tools And Parts Attendant	14.96
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.79
23021 - Aircraft Mechanic I	24.62
23022 - Aircraft Mechanic II	25.79
23023 - Aircraft Mechanic III	26.99
23040 - Aircraft Mechanic Helper	16.70
23050 - Aircraft, Painter	21.96
23060 - Aircraft Servicer	19.15
23080 - Aircraft Worker	20.24
23110 - Appliance Mechanic	16.85
23120 - Bicycle Repairer	12.44
23125 - Cable Splicer	19.60
23130 - Carpenter, Maintenance	15.68
23140 - Carpet Layer	16.43
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	18.45
23182 - Electronics Technician Maintenance II	25.68
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	16.68
23290 - Fire Alarm System Mechanic	16.14
23310 - Fire Extinguisher Repairer	13.04
23311 - Fuel Distribution System Mechanic	19.17
23312 - Fuel Distribution System Operator	16.29
23370 - General Maintenance Worker	14.63
23380 - Ground Support Equipment Mechanic	24.62
23381 - Ground Support Equipment Servicer	19.15
23382 - Ground Support Equipment Worker	20.24
23391 - Gunsmith I	13.04
23392 - Gunsmith II	14.98
23393 - Gunsmith III	16.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.93
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.61
23430 - Heavy Equipment Mechanic	17.13
23440 - Heavy Equipment Operator	16.14
23460 - Instrument Mechanic	18.10
23465 - Laboratory/Shelter Mechanic	15.76

23470 - Laborer	10.80
23510 - Locksmith	16.15
23530 - Machinery Maintenance Mechanic	19.09
23550 - Machinist, Maintenance	15.93
23580 - Maintenance Trades Helper	12.02
23591 - Metrology Technician I	18.10
23592 - Metrology Technician II	18.67
23593 - Metrology Technician III	19.84
23640 - Millwright	18.95
23710 - Office Appliance Repairer	17.15
23760 - Painter, Maintenance	15.32
23790 - Pipefitter, Maintenance	20.42
23810 - Plumber, Maintenance	19.53
23820 - Pneudraulic Systems Mechanic	16.63
23850 - Rigger	17.69
23870 - Scale Mechanic	14.98
23890 - Sheet-Metal Worker, Maintenance	16.62
23910 - Small Engine Mechanic	14.69
23931 - Telecommunications Mechanic I	21.42
23932 - Telecommunications Mechanic II	22.42
23950 - Telephone Lineman	21.34
23960 - Welder, Combination, Maintenance	16.14
23965 - Well Driller	16.15
23970 - Woodcraft Worker	16.14
23980 - Woodworker	12.88
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	7.01
24620 - Family Readiness And Support Services Coordinator	10.30
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	16.85
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	13.22
25210 - Water Treatment Plant Operator	16.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.79
27007 - Baggage Inspector	12.79
27008 - Corrections Officer	16.52
27010 - Court Security Officer	19.11
27030 - Detection Dog Handler	11.63
27040 - Detention Officer	17.43
27070 - Firefighter	19.80
27101 - Guard I	11.63
27102 - Guard II	16.68
27131 - Police Officer I	24.76
27132 - Police Officer II	27.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.57
28042 - Carnival Equipment Repairer	10.87
28043 - Carnival Equipment Worker	8.16
28210 - Gate Attendant/Gate Tender	12.56
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	14.05
28510 - Recreation Aide/Health Facility Attendant	10.25
28515 - Recreation Specialist	13.52
28630 - Sports Official	11.19
28690 - Swimming Pool Operator	18.17
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.81
29020 - Hatch Tender	15.81
29030 - Line Handler	15.81

29041 - Stevedore I	14.49
29042 - Stevedore II	16.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.50
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.10
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.44
30021 - Archeological Technician I	16.85
30022 - Archeological Technician II	18.85
30023 - Archeological Technician III	23.51
30030 - Cartographic Technician	23.51
30040 - Civil Engineering Technician	21.37
30061 - Drafter/CAD Operator I	15.75
30062 - Drafter/CAD Operator II	18.85
30063 - Drafter/CAD Operator III	21.01
30064 - Drafter/CAD Operator IV	25.86
30081 - Engineering Technician I	14.51
30082 - Engineering Technician II	16.28
30083 - Engineering Technician III	18.21
30084 - Engineering Technician IV	22.56
30085 - Engineering Technician V	27.60
30086 - Engineering Technician VI	33.40
30090 - Environmental Technician	21.14
30210 - Laboratory Technician	22.28
30240 - Mathematical Technician	23.51
30361 - Paralegal/Legal Assistant I	17.17
30362 - Paralegal/Legal Assistant II	21.33
30363 - Paralegal/Legal Assistant III	26.20
30364 - Paralegal/Legal Assistant IV	31.47
30390 - Photo-Optics Technician	23.51
30461 - Technical Writer I	20.45
30462 - Technical Writer II	25.02
30463 - Technical Writer III	30.28
30491 - Unexploded Ordnance (UXO) Technician I	21.29
30492 - Unexploded Ordnance (UXO) Technician II	25.76
30493 - Unexploded Ordnance (UXO) Technician III	30.87
30494 - Unexploded (UXO) Safety Escort	21.29
30495 - Unexploded (UXO) Sweep Personnel	21.29
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	21.01
30621 - Weather Observer, Senior (3)	19.91
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.70
31030 - Bus Driver	14.19
31043 - Driver Courier	14.28
31260 - Parking and Lot Attendant	8.41
31290 - Shuttle Bus Driver	14.15
31310 - Taxi Driver	9.76
31361 - Truckdriver, Light	14.28
31362 - Truckdriver, Medium	17.88
31363 - Truckdriver, Heavy	17.35
31364 - Truckdriver, Tractor-Trailer	17.35
99000 - Miscellaneous Occupations	
99030 - Cashier	8.76
99050 - Desk Clerk	9.75
99095 - Embalmer	18.54
99251 - Laboratory Animal Caretaker I	10.06
99252 - Laboratory Animal Caretaker II	11.00
99310 - Mortician	22.06
99410 - Pest Controller	14.84
99510 - Photofinishing Worker	11.19
99710 - Recycling Laborer	13.68
99711 - Recycling Specialist	16.21
99730 - Refuse Collector	12.10
99810 - Sales Clerk	11.28
99820 - School Crossing Guard	9.30

99830 - Survey Party Chief	20.36
99831 - Surveying Aide	12.20
99832 - Surveying Technician	15.63
99840 - Vending Machine Attendant	11.64
99841 - Vending Machine Repairer	14.07
99842 - Vending Machine Repairer Helper	11.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order

proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

05-2047 CA, LOS ANGELES/SANTA ANA

WAGE DETERMINATION NO: 05-2047 REV (02) AREA: CA, LOS ANGELES/SANTA ANA

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:05-2048

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

William W. Gross	Division of	Wage Determination No.: 2005-2047
Director	Wage Determinations	Revision No.: 2
		Date Of Revision: 11/29/2006

State: California

Area: California Counties of Los Angeles, Orange

OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.69
01012 - Accounting Clerk II	15.37
01013 - Accounting Clerk III	16.82
01020 - Administrative Assistant	23.17
01040 - Court Reporter	17.82
01051 - Data Entry Operator I	11.28
01052 - Data Entry Operator II	12.98
01060 - Dispatcher, Motor Vehicle	22.41
01070 - Document Preparation Clerk	13.50
01090 - Duplicating Machine Operator	13.30
01111 - General Clerk I	10.69
01112 - General Clerk II	14.92
01113 - General Clerk III	16.67
01120 - Housing Referral Assistant	20.22
01141 - Messenger Courier	10.62
01191 - Order Clerk I	15.53
01192 - Order Clerk II	16.94
01261 - Personnel Assistant (Employment) I	15.53
01262 - Personnel Assistant (Employment) II	18.48
01263 - Personnel Assistant (Employment) III	22.26
01270 - Production Control Clerk	20.22
01280 - Receptionist	14.51
01290 - Rental Clerk	15.10
01300 - Scheduler, Maintenance	15.77
01311 - Secretary I	15.77
01312 - Secretary II	18.40
01313 - Secretary III	20.24

01320 - Service Order Dispatcher	17.81
01410 - Supply Technician	23.17
01420 - Survey Worker	17.82
01531 - Travel Clerk I	12.88
01532 - Travel Clerk II	13.96
01533 - Travel Clerk III	14.98
01611 - Word Processor I	15.03
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.94
05010 - Automotive Electrician	21.60
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	18.66
05130 - Motor Equipment Metal Mechanic	22.94
05160 - Motor Equipment Metal Worker	20.29
05190 - Motor Vehicle Mechanic	22.94
05220 - Motor Vehicle Mechanic Helper	17.90
05250 - Motor Vehicle Upholstery Worker	19.86
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter, Automotive	21.60
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	22.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.95
07041 - Cook I	12.91
07042 - Cook II	14.31
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.79
07210 - Meat Cutter	13.15
07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	18.59
09090 - Furniture Refinisher Helper	14.82
09110 - Furniture Repairer, Minor	17.04
09130 - Upholsterer	18.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.64
11060 - Elevator Operator	9.73
11090 - Gardener	14.60
11122 - Housekeeping Aide	9.73
11150 - Janitor	10.96
11210 - Laborer, Grounds Maintenance	11.24
11240 - Maid or Houseman	8.77
11260 - Pruner	10.96
11270 - Tractor Operator	13.55
11330 - Trail Maintenance Worker	11.24
11360 - Window Cleaner	12.42
12000 - Health Occupations	
12010 - Ambulance Driver	17.68
12011 - Breath Alcohol Technician	14.87
12012 - Certified Occupational Therapist Assistant	22.36
12015 - Certified Physical Therapist Assistant	22.70
12020 - Dental Assistant	14.92
12025 - Dental Hygienist	36.45
12030 - EKG Technician	22.61
12035 - Electroneurodiagnostic Technologist	22.61
12040 - Emergency Medical Technician	17.68
12071 - Licensed Practical Nurse I	16.75
12072 - Licensed Practical Nurse II	18.77

12073 - Licensed Practical Nurse III	19.71
12100 - Medical Assistant	13.47
12130 - Medical Laboratory Technician	17.18
12160 - Medical Record Clerk	15.43
12190 - Medical Record Technician	17.53
12195 - Medical Transcriptionist	15.99
12210 - Nuclear Medicine Technologist	32.43
12221 - Nursing Assistant I	8.48
12222 - Nursing Assistant II	9.54
12223 - Nursing Assistant III	10.41
12224 - Nursing Assistant IV	11.69
12235 - Optical Dispenser	15.89
12236 - Optical Technician	13.78
12250 - Pharmacy Technician	15.20
12280 - Phlebotomist	12.86
12305 - Radiologic Technologist	23.86
12311 - Registered Nurse I	27.06
12312 - Registered Nurse II	33.11
12313 - Registered Nurse II, Specialist	33.11
12314 - Registered Nurse III	40.06
12315 - Registered Nurse III, Anesthetist	40.06
12316 - Registered Nurse IV	48.01
12317 - Scheduler (Drug and Alcohol Testing)	18.42
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.63
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	35.57
13041 - Illustrator I	23.48
13042 - Illustrator II	29.08
13043 - Illustrator III	35.57
13047 - Librarian	27.91
13050 - Library Aide/Clerk	15.58
13054 - Library Information Technology Systems Administrator	22.65
13058 - Library Technician	17.67
13061 - Media Specialist I	15.08
13062 - Media Specialist II	16.87
13063 - Media Specialist III	18.81
13071 - Photographer I	16.42
13072 - Photographer II	19.86
13073 - Photographer III	26.61
13074 - Photographer IV	33.56
13075 - Photographer V	40.61
13110 - Video Teleconference Technician	15.08
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.93
14042 - Computer Operator II	17.82
14043 - Computer Operator III	19.87
14044 - Computer Operator IV	23.05
14045 - Computer Operator V	25.66
14071 - Computer Programmer I (1)	19.20
14072 - Computer Programmer II (1)	24.07
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.93
14160 - Personal Computer Support Technician	23.05
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.42
15020 - Aircrew Training Devices Instructor (Rated)	36.76
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	33.42
15060 - Educational Technologist	27.12

15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	23.34
15090 - Technical Instructor	22.30
15095 - Technical Instructor/Course Developer	27.28
15110 - Test Proctor	18.40
15120 - Tutor	18.40
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.52
19040 - Tool And Die Maker	23.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.46
21030 - Material Coordinator	19.48
21040 - Material Expediter	19.48
21050 - Material Handling Laborer	13.02
21071 - Order Filler	12.38
21080 - Production Line Worker (Food Processing)	14.46
21110 - Shipping Packer	13.16
21130 - Shipping/Receiving Clerk	13.16
21140 - Store Worker I	10.25
21150 - Stock Clerk	14.63
21210 - Tools And Parts Attendant	14.46
21410 - Warehouse Specialist	14.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.25
23021 - Aircraft Mechanic I	24.56
23022 - Aircraft Mechanic II	26.25
23023 - Aircraft Mechanic III	27.25
23040 - Aircraft Mechanic Helper	17.16
23050 - Aircraft, Painter	20.45
23060 - Aircraft Servicer	19.73
23080 - Aircraft Worker	20.59
23110 - Appliance Mechanic	18.59
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	25.85
23130 - Carpenter, Maintenance	22.40
23140 - Carpet Layer	17.96
23160 - Electrician, Maintenance	28.35
23181 - Electronics Technician Maintenance I	20.73
23182 - Electronics Technician Maintenance II	22.81
23183 - Electronics Technician Maintenance III	26.53
23260 - Fabric Worker	21.36
23290 - Fire Alarm System Mechanic	20.30
23310 - Fire Extinguisher Repairer	16.17
23311 - Fuel Distribution System Mechanic	23.90
23312 - Fuel Distribution System Operator	18.26
23370 - General Maintenance Worker	18.61
23380 - Ground Support Equipment Mechanic	24.56
23381 - Ground Support Equipment Servicer	19.73
23382 - Ground Support Equipment Worker	20.59
23391 - Gunsmith I	16.17
23392 - Gunsmith II	18.72
23393 - Gunsmith III	21.17
23430 - Heavy Equipment Mechanic	24.20
23440 - Heavy Equipment Operator	26.83
23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	19.94
23470 - Laborer	12.49
23510 - Locksmith	18.59
23530 - Machinery Maintenance Mechanic	22.80
23550 - Machinist, Maintenance	23.17
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	25.70
23592 - Metrology Technician II	27.13
23593 - Metrology Technician III	29.73

23640 - Millwright	21.56
23710 - Office Appliance Repairer	19.89
23760 - Painter, Maintenance	18.59
23790 - Pipefitter, Maintenance	21.27
23810 - Plumber, Maintenance	20.44
23820 - Pneudraulic Systems Mechanic	21.17
23850 - Rigger	21.90
23870 - Scale Mechanic	18.72
23890 - Sheet-Metal Worker, Maintenance	19.75
23910 - Small Engine Mechanic	17.78
23931 - Telecommunications Mechanic I	22.33
23932 - Telecommunications Mechanic II	23.55
23950 - Telephone Lineman	22.59
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	21.17
23970 - Woodcraft Worker	19.75
23980 - Woodworker	16.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.36
24580 - Child Care Center Clerk	14.17
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	15.39
24630 - Homemaker	16.98
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.22
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	26.22
25190 - Ventilation Equipment Tender	18.34
25210 - Water Treatment Plant Operator	26.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.34
27007 - Baggage Inspector	10.32
27008 - Corrections Officer	25.51
27010 - Court Security Officer	27.53
27030 - Detection Dog Handler	20.99
27040 - Detention Officer	25.51
27070 - Firefighter	28.84
27101 - Guard I	10.32
27102 - Guard II	20.99
27131 - Police Officer I	32.10
27132 - Police Officer II	35.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.01
28042 - Carnival Equipment Repairer	11.86
28043 - Carnival Equipment Worker	8.35
28210 - Gate Attendant/Gate Tender	13.29
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	14.87
28510 - Recreation Aide/Health Facility Attendant	10.85
28515 - Recreation Specialist	16.23
28630 - Sports Official	11.84
28690 - Swimming Pool Operator	15.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.35
29020 - Hatch Tender	19.35
29030 - Line Handler	19.35
29041 - Stevedore I	20.46
29042 - Stevedore II	21.73
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	35.45
30011 - Air Traffic Control Specialist, Station (HFO) (2)	24.44
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.92
30021 - Archeological Technician I	18.35
30022 - Archeological Technician II	20.53

30023 - Archeological Technician III	27.90
30030 - Cartographic Technician	29.26
30040 - Civil Engineering Technician	26.21
30061 - Drafter/CAD Operator I	20.27
30062 - Drafter/CAD Operator II	23.58
30063 - Drafter/CAD Operator III	25.11
30064 - Drafter/CAD Operator IV	30.89
30081 - Engineering Technician I	16.79
30082 - Engineering Technician II	18.71
30083 - Engineering Technician III	21.37
30084 - Engineering Technician IV	26.03
30085 - Engineering Technician V	34.88
30086 - Engineering Technician VI	39.35
30090 - Environmental Technician	22.91
30210 - Laboratory Technician	19.79
30240 - Mathematical Technician	24.77
30361 - Paralegal/Legal Assistant I	18.49
30362 - Paralegal/Legal Assistant II	22.91
30363 - Paralegal/Legal Assistant III	28.02
30364 - Paralegal/Legal Assistant IV	33.90
30390 - Photo-Optics Technician	23.33
30461 - Technical Writer I	20.81
30462 - Technical Writer II	25.46
30463 - Technical Writer III	30.80
30491 - Unexploded Ordnance (UXO) Technician I	22.53
30492 - Unexploded Ordnance (UXO) Technician II	27.26
30493 - Unexploded Ordnance (UXO) Technician III	32.67
30494 - Unexploded (UXO) Safety Escort	22.53
30495 - Unexploded (UXO) Sweep Personnel	22.53
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	20.77
30621 - Weather Observer, Senior (3)	23.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.26
31030 - Bus Driver	16.22
31043 - Driver Courier	11.30
31260 - Parking and Lot Attendant	8.49
31290 - Shuttle Bus Driver	12.32
31310 - Taxi Driver	12.03
31361 - Truckdriver, Light	12.32
31362 - Truckdriver, Medium	18.00
31363 - Truckdriver, Heavy	18.25
31364 - Truckdriver, Tractor-Trailer	18.25
99000 - Miscellaneous Occupations	
99030 - Cashier	12.13
99050 - Desk Clerk	12.65
99095 - Embalmer	19.16
99251 - Laboratory Animal Caretaker I	10.49
99252 - Laboratory Animal Caretaker II	11.44
99310 - Mortician	25.81
99410 - Pest Controller	15.17
99510 - Photofinishing Worker	14.25
99710 - Recycling Laborer	14.78
99711 - Recycling Specialist	16.85
99730 - Refuse Collector	12.78
99810 - Sales Clerk	12.26
99820 - School Crossing Guard	9.01
99830 - Survey Party Chief	32.38
99831 - Surveying Aide	17.81
99832 - Surveying Technician	24.37
99840 - Vending Machine Attendant	11.75
99841 - Vending Machine Repairer	14.03
99842 - Vending Machine Repairer Helper	11.75

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

05-2537 VT, STATEWIDE

WAGE DETERMINATION NO: 05-2537 REV (03) AREA: VT, STATEWIDE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:05-2538

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 2005-2537
Revision No.: 3
Date Of Revision: 12/19/2006

State: Vermont
Area: Vermont Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.41
01012 - Accounting Clerk II	14.26
01013 - Accounting Clerk III	17.33
01020 - Administrative Assistant	17.55
01040 - Court Reporter	14.03
01051 - Data Entry Operator I	10.63
01052 - Data Entry Operator II	12.84
01060 - Dispatcher, Motor Vehicle	15.43
01070 - Document Preparation Clerk	12.21
01090 - Duplicating Machine Operator	12.21
01111 - General Clerk I	14.54
01112 - General Clerk II	17.21
01113 - General Clerk III	19.27
01120 - Housing Referral Assistant	15.77
01141 - Messenger Courier	10.31
01191 - Order Clerk I	11.93
01192 - Order Clerk II	13.93
01261 - Personnel Assistant (Employment) I	13.51
01262 - Personnel Assistant (Employment) II	14.81
01263 - Personnel Assistant (Employment) III	16.82
01270 - Production Control Clerk	17.48
01280 - Receptionist	10.87
01290 - Rental Clerk	10.65
01300 - Scheduler, Maintenance	12.64
01311 - Secretary I	12.64
01312 - Secretary II	14.03
01313 - Secretary III	15.77
01320 - Service Order Dispatcher	14.03
01410 - Supply Technician	17.55
01420 - Survey Worker	11.50
01531 - Travel Clerk I	10.81
01532 - Travel Clerk II	11.83
01533 - Travel Clerk III	13.12
01611 - Word Processor I	10.75
01612 - Word Processor II	12.07
01613 - Word Processor III	13.81
05000 - Automotive Service Occupations	

05005 - Automobile Body Repairer, Fiberglass	16.55
05010 - Automotive Electrician	14.40
05040 - Automotive Glass Installer	13.80
05070 - Automotive Worker	13.80
05110 - Mobile Equipment Servicer	12.75
05130 - Motor Equipment Metal Mechanic	15.00
05160 - Motor Equipment Metal Worker	13.80
05190 - Motor Vehicle Mechanic	15.00
05220 - Motor Vehicle Mechanic Helper	12.15
05250 - Motor Vehicle Upholstery Worker	13.35
05280 - Motor Vehicle Wrecker	13.80
05310 - Painter, Automotive	14.40
05340 - Radiator Repair Specialist	13.80
05370 - Tire Repairer	12.32
05400 - Transmission Repair Specialist	15.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.72
07041 - Cook I	10.20
07042 - Cook II	11.04
07070 - Dishwasher	8.79
07130 - Food Service Worker	8.92
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	9.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.40
09040 - Furniture Handler	11.52
09080 - Furniture Refinisher	14.66
09090 - Furniture Refinisher Helper	12.37
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.98
11060 - Elevator Operator	10.20
11090 - Gardener	13.19
11122 - Housekeeping Aide	11.00
11150 - Janitor	10.20
11210 - Laborer, Grounds Maintenance	11.20
11240 - Maid or Houseman	9.89
11260 - Pruner	10.41
11270 - Tractor Operator	12.53
11330 - Trail Maintenance Worker	11.20
11360 - Window Cleaner	10.86
12000 - Health Occupations	
12010 - Ambulance Driver	11.34
12011 - Breath Alcohol Technician	14.41
12012 - Certified Occupational Therapist Assistant	16.03
12015 - Certified Physical Therapist Assistant	16.78
12020 - Dental Assistant	15.14
12025 - Dental Hygienist	24.15
12030 - EKG Technician	21.83
12035 - Electroneurodiagnostic Technologist	21.83
12040 - Emergency Medical Technician	11.82
12071 - Licensed Practical Nurse I	12.36
12072 - Licensed Practical Nurse II	13.87
12073 - Licensed Practical Nurse III	16.06
12100 - Medical Assistant	13.54
12130 - Medical Laboratory Technician	14.75
12160 - Medical Record Clerk	12.03
12190 - Medical Record Technician	15.34
12195 - Medical Transcriptionist	13.41
12210 - Nuclear Medicine Technologist	31.66
12221 - Nursing Assistant I	10.21
12222 - Nursing Assistant II	10.69
12223 - Nursing Assistant III	11.71

12224 - Nursing Assistant IV	13.16
12235 - Optical Dispenser	18.51
12236 - Optical Technician	11.82
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	12.93
12305 - Radiologic Technologist	21.37
12311 - Registered Nurse I	19.17
12312 - Registered Nurse II	23.45
12313 - Registered Nurse II, Specialist	23.45
12314 - Registered Nurse III	28.37
12315 - Registered Nurse III, Anesthetist	28.37
12316 - Registered Nurse IV	33.49
12317 - Scheduler (Drug and Alcohol Testing)	17.85
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	18.65
13013 - Exhibits Specialist III	22.83
13041 - Illustrator I	16.47
13042 - Illustrator II	17.74
13043 - Illustrator III	21.65
13047 - Librarian	20.66
13050 - Library Aide/Clerk	10.15
13054 - Library Information Technology Systems Administrator	18.26
13058 - Library Technician	11.69
13061 - Media Specialist I	13.29
13062 - Media Specialist II	14.78
13063 - Media Specialist III	16.58
13071 - Photographer I	15.42
13072 - Photographer II	18.03
13073 - Photographer III	23.74
13074 - Photographer IV	27.85
13075 - Photographer V	38.91
13110 - Video Teleconference Technician	14.05
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.47
14042 - Computer Operator II	16.57
14043 - Computer Operator III	19.35
14044 - Computer Operator IV	22.75
14045 - Computer Operator V	26.06
14071 - Computer Programmer I (1)	17.72
14072 - Computer Programmer II (1)	21.99
14073 - Computer Programmer III (1)	26.80
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	13.47
14160 - Personal Computer Support Technician	26.06
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.07
15020 - Aircrew Training Devices Instructor (Rated)	27.62
15030 - Air Crew Training Devices Instructor (Pilot)	30.38
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	23.80
15070 - Flight Instructor (Pilot)	30.38
15080 - Graphic Artist	17.63
15090 - Technical Instructor	17.82
15095 - Technical Instructor/Course Developer	24.27
15110 - Test Proctor	14.38
15120 - Tutor	14.38
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.61
16030 - Counter Attendant	8.61
16040 - Dry Cleaner	12.71

16070 - Finisher, Flatwork, Machine	8.61
16090 - Presser, Hand	8.61
16110 - Presser, Machine, Drycleaning	8.61
16130 - Presser, Machine, Shirts	8.61
16160 - Presser, Machine, Wearing Apparel, Laundry	8.61
16190 - Sewing Machine Operator	10.81
16220 - Tailor	11.36
16250 - Washer, Machine	9.18
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.40
19040 - Tool And Die Maker	20.00
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.05
21030 - Material Coordinator	17.45
21040 - Material Expediter	17.45
21050 - Material Handling Laborer	10.82
21071 - Order Filler	11.38
21080 - Production Line Worker (Food Processing)	14.05
21110 - Shipping Packer	12.55
21130 - Shipping/Receiving Clerk	12.55
21140 - Store Worker I	11.35
21150 - Stock Clerk	14.13
21210 - Tools And Parts Attendant	14.05
21410 - Warehouse Specialist	14.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.84
23021 - Aircraft Mechanic I	19.85
23022 - Aircraft Mechanic II	20.84
23023 - Aircraft Mechanic III	21.88
23040 - Aircraft Mechanic Helper	16.09
23050 - Aircraft, Painter	17.57
23060 - Aircraft Servicer	17.69
23080 - Aircraft Worker	18.28
23110 - Appliance Mechanic	15.84
23120 - Bicycle Repairer	12.32
23125 - Cable Splicer	23.69
23130 - Carpenter, Maintenance	16.58
23140 - Carpet Layer	15.88
23160 - Electrician, Maintenance	17.09
23181 - Electronics Technician Maintenance I	18.93
23182 - Electronics Technician Maintenance II	23.39
23183 - Electronics Technician Maintenance III	25.41
23260 - Fabric Worker	15.80
23290 - Fire Alarm System Mechanic	17.52
23310 - Fire Extinguisher Repairer	15.41
23311 - Fuel Distribution System Mechanic	18.75
23312 - Fuel Distribution System Operator	15.79
23370 - General Maintenance Worker	14.93
23380 - Ground Support Equipment Mechanic	19.85
23381 - Ground Support Equipment Servicer	17.69
23382 - Ground Support Equipment Worker	18.28
23391 - Gunsmith I	14.99
23392 - Gunsmith II	16.50
23393 - Gunsmith III	17.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.47
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
18.15	
23430 - Heavy Equipment Mechanic	16.46
23440 - Heavy Equipment Operator	16.54
23460 - Instrument Mechanic	18.10
23465 - Laboratory/Shelter Mechanic	17.23
23470 - Laborer	11.55
23510 - Locksmith	15.97
23530 - Machinery Maintenance Mechanic	18.41

23550 - Machinist, Maintenance	17.03
23580 - Maintenance Trades Helper	12.15
23591 - Metrology Technician I	18.10
23592 - Metrology Technician II	18.81
23593 - Metrology Technician III	19.53
23640 - Millwright	20.48
23710 - Office Appliance Repairer	17.57
23760 - Painter, Maintenance	14.40
23790 - Pipefitter, Maintenance	18.62
23810 - Plumber, Maintenance	17.83
23820 - Pneudraulic Systems Mechanic	17.96
23850 - Rigger	17.96
23870 - Scale Mechanic	16.97
23890 - Sheet-Metal Worker, Maintenance	16.03
23910 - Small Engine Mechanic	13.80
23931 - Telecommunications Mechanic I	19.45
23932 - Telecommunications Mechanic II	22.46
23950 - Telephone Lineman	18.81
23960 - Welder, Combination, Maintenance	15.00
23965 - Well Driller	15.87
23970 - Woodcraft Worker	17.96
23980 - Woodworker	12.75
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.46
24580 - Child Care Center Clerk	13.30
24610 - Chore Aide	9.50
24620 - Family Readiness And Support Services Coordinator	12.92
24630 - Homemaker	14.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	16.56
25040 - Sewage Plant Operator	17.73
25070 - Stationary Engineer	16.57
25190 - Ventilation Equipment Tender	14.39
25210 - Water Treatment Plant Operator	17.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	11.79
27008 - Corrections Officer	18.44
27010 - Court Security Officer	18.44
27030 - Detection Dog Handler	14.39
27040 - Detention Officer	18.44
27070 - Firefighter	16.38
27101 - Guard I	11.79
27102 - Guard II	14.39
27131 - Police Officer I	20.49
27132 - Police Officer II	22.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.24
28042 - Carnival Equipment Repairer	12.86
28043 - Carnival Equipment Worker	9.28
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.58
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	14.44
28630 - Sports Official	10.82
28690 - Swimming Pool Operator	15.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.50
29020 - Hatch Tender	16.50
29030 - Line Handler	16.50
29041 - Stevedore I	13.46
29042 - Stevedore II	16.76
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.38
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24.59
30021 - Archeological Technician I	14.87
30022 - Archeological Technician II	16.72
30023 - Archeological Technician III	20.66
30030 - Cartographic Technician	22.94
30040 - Civil Engineering Technician	20.82
30061 - Drafter/CAD Operator I	15.48
30062 - Drafter/CAD Operator II	20.18
30063 - Drafter/CAD Operator III	20.62
30064 - Drafter/CAD Operator IV	22.94
30081 - Engineering Technician I	13.22
30082 - Engineering Technician II	16.58
30083 - Engineering Technician III	18.63
30084 - Engineering Technician IV	23.01
30085 - Engineering Technician V	28.14
30086 - Engineering Technician VI	34.10
30090 - Environmental Technician	17.06
30210 - Laboratory Technician	16.95
30240 - Mathematical Technician	22.94
30361 - Paralegal/Legal Assistant I	15.71
30362 - Paralegal/Legal Assistant II	21.50
30363 - Paralegal/Legal Assistant III	26.31
30364 - Paralegal/Legal Assistant IV	31.84
30390 - Photo-Optics Technician	24.93
30461 - Technical Writer I	18.21
30462 - Technical Writer II	22.27
30463 - Technical Writer III	26.94
30491 - Unexploded Ordnance (UXO) Technician I	20.58
30492 - Unexploded Ordnance (UXO) Technician II	24.90
30493 - Unexploded Ordnance (UXO) Technician III	29.85
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	20.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	16.19
30621 - Weather Observer, Senior (3)	18.13
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.73
31030 - Bus Driver	12.40
31043 - Driver Courier	12.09
31260 - Parking and Lot Attendant	10.17
31290 - Shuttle Bus Driver	12.09
31310 - Taxi Driver	10.50
31361 - Truckdriver, Light	12.09
31362 - Truckdriver, Medium	12.61
31363 - Truckdriver, Heavy	15.35
31364 - Truckdriver, Tractor-Trailer	15.35
99000 - Miscellaneous Occupations	
99030 - Cashier	8.57
99050 - Desk Clerk	10.44
99095 - Embalmer	21.56
99251 - Laboratory Animal Caretaker I	9.25
99252 - Laboratory Animal Caretaker II	9.82
99310 - Mortician	21.56
99410 - Pest Controller	14.07
99510 - Photofinishing Worker	12.23
99710 - Recycling Laborer	11.86
99711 - Recycling Specialist	13.54
99730 - Refuse Collector	11.02
99810 - Sales Clerk	11.62
99820 - School Crossing Guard	10.47
99830 - Survey Party Chief	15.58
99831 - Surveying Aide	10.33
99832 - Surveying Technician	14.16

99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	14.01
99842 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees. .

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination. .

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.